

Results for the full year and fourth quarter 2021

Vienna, February 9, 2022

| A¹ Telekom Austria Group

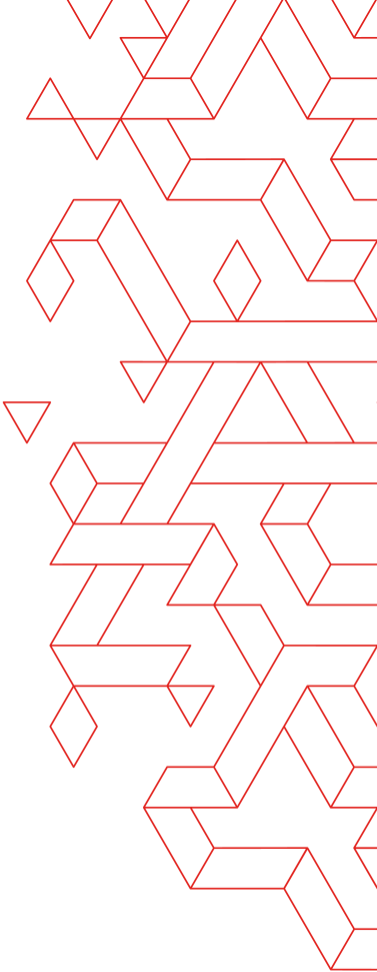


Cautionary statement

'This presentation contains forward-looking statements. These forward-looking statements are usually accompanied by words such as 'believe', 'intend', 'anticipate', 'plan', 'expect' and similar expressions. Actual events may differ materially from those anticipated in these forward-looking statements as a result of a number of factors. Forward-looking statements involve inherent risks and uncertainties. A number of important factors could cause actual results or outcomes to differ materially from those expressed in any forward-looking statement. Neither A1 Telekom Austria Group nor any other person accepts any liability for any such forward-looking statements. A1 Telekom Austria Group will not update these forward-looking statements, whether due to changed factual circumstances, changes in assumptions or expectations. This presentation does not constitute a recommendation or invitation to purchase or sell securities of A1 Telekom Austria Group.'

Alternative performance measures are used to describe the operational performance. Please therefore also refer to the financial information presented in the Consolidated Financial Statements, as well as the reconciliation tables provided in the Earnings Release.

Operational and financial highlights for the full year 2021



Highlights for the full year 2021

Group (in EUR million)	2021	2020	% change
Total revenues	4,748.3	4,549.4	4.4%
Service revenues	3,956.5	3,804.5	4.0%
EBITDA before restructuring*	1,790.3	1,661.3	7.8%
Net Result	455.0	388.8	17.0%
CAPEX	891.5	651.4	36.8%
CAPEX ex. spectrum and and acquisitions	826.2	585.6	41.1%

- Group total revenues and EBITDA (before restructuring) grew by 4.4% and 7.8% respectively
- Increased total mobile subscriber base (+4.1%), Internet@home subscriber growth (+5.0%) and slightly increasing RGU base (0.5%)
- Solid service revenue trends in all markets, solutions & connectivity business continued its strong momentum & only a partial rebound of roaming revenues
- Strong operational performance translated into almost stable free cash flow (EUR 487.3 mn) despite higher investments after COVID-related CAPEX cut in 2020

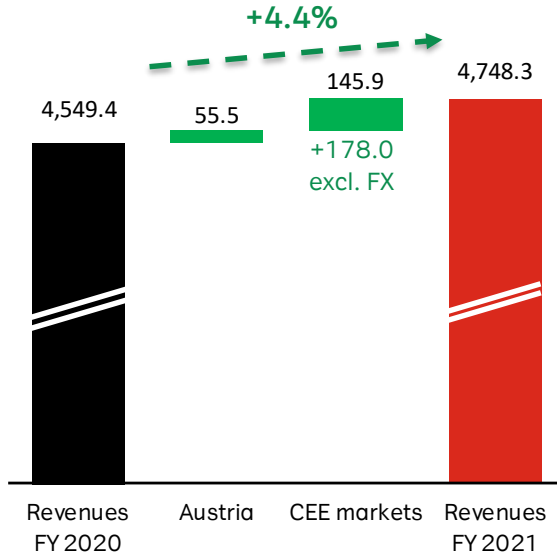
- Leverage ratio* decrease from 1.7x to 1.3x
- Main parts of 5G spectrum auctions in footprint closed
- ESG: CO₂ emissions reduced by 20% in 2021
- New customer-centric Internet@Home portfolio in Austria
- Acceleration of smart fibre roll-out in 2022
- Outlook 2022:
 - Close to 3% total revenue growth
 - CAPEX ex. spectrum and acquisitions:
 - Approx. +15% y-o-y



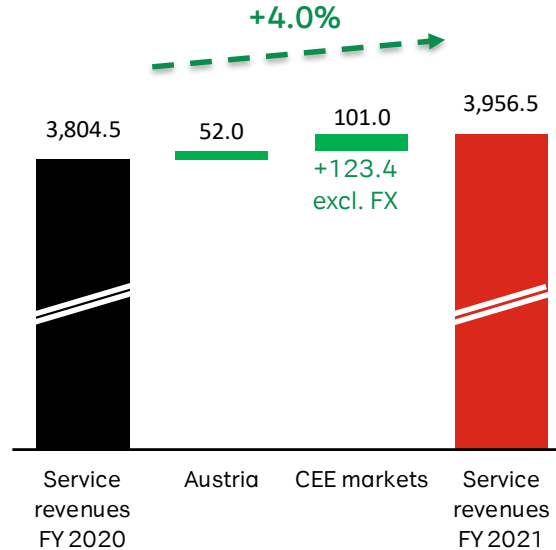
* Net debt excl. leases / EBITDA after leases

Austria and CEE markets in FY 2021

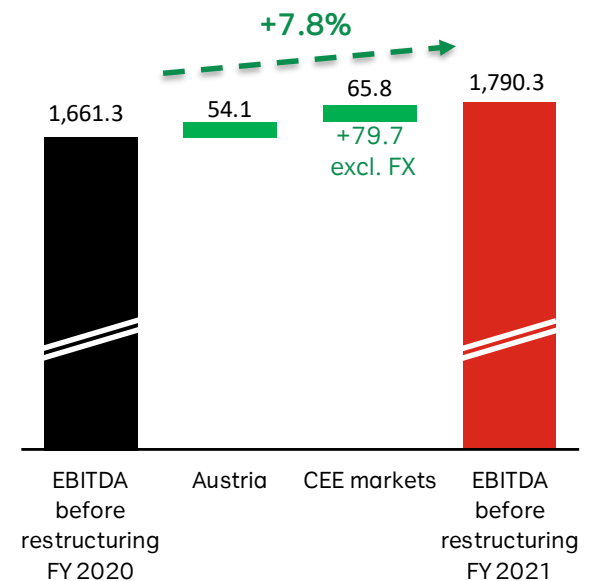
Total revenues (in EUR mn)



Service revenues (in EUR mn)



EBITDA before restructuring (in EUR mn)

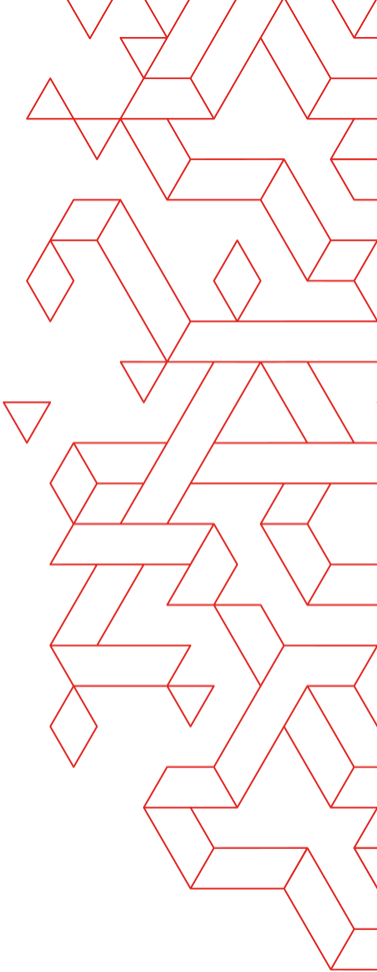


Deviation between A1 Group and the sum of Austria and CEE markets due to Corporate & Eliminations.

Restructuring charges: EUR 84.2 mn (FY 2020: EUR 84.5 mn)
 Roaming impact: approx. 0.5% positive on total revenues and EBITDA
 Negative FX effects of EUR 32.1 mn in total revenues, EUR 22.4 mn in service revenues and EUR 13.9 mn in EBITDA
 No material one-off effects in 2021 (2020: EUR 6.9 mn pos in total revenues);
 EUR 0.6 mn pos. one-off effects in EBITDA (2020: EUR 8.6 mn positive)



Operational and financial highlights for the fourth quarter 2021



Q4 2021: Solid service revenue trends remain, operational EBITDA growth in all markets except Slovenia

Group (in EUR million)	Q4 2021	Q4 2020	% change
Total revenues	1,241.8	1,185.6	4.7%
Service revenues	1,011.5	961.4	5.2%
EBITDA before restructuring*	421.0	387.0	8.8%
CAPEX	258.8	202.9	27.5%

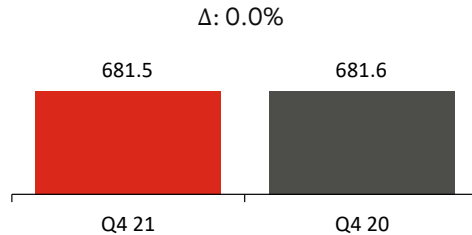


- Group total revenues driven by mobile service revenues (+8.4%) and fixed-line service revenues, which rose by 1.6%.
 - Solid performance of mobile core business, mobile WiFi routers, as well as partial return of roaming results, continued traction of solution and connectivity business added to the growth
 - Equipment revenues were higher due to growth in all international markets, especially Belarus
- Group EBITDA before restructuring charges besides higher service revenues also profited from improved equipment margin, offsetting higher core OPEX. Excluding one-off and FX effects as well as restructuring charges, Group EBITDA increased by 9.4 %
 - In Austria, EBITDA before restructuring charges increased driven higher service revenues, by improved core OPEX and better equipment margin
 - Excluding FX and one-offs, EBITDA in the international operations increased by 10.1%, especially driven by Belarus and Bulgaria

Austria: Continued strong service revenue trends translated into solid EBITDA growth

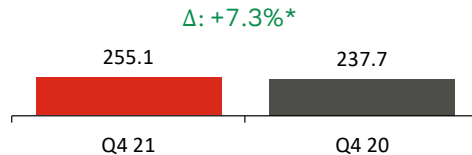
Total revenues

(in EUR mn)



EBITDA before restructuring

(in EUR mn)



* excl. restructuring charges of EUR 21.2 mn in Q4 2021 (Q4 2020: EUR 22.6 mn)

Operational data

- High and low value tariffs, mobile WiFi routers, indexation as well as increased roaming drove ARPU higher (FY ARPU y-o-y also increased (+4.1%))
- ARPL in Q4 flat as successful upselling to high bandwidth products and some pricing measures compensating for voice losses
- Decrease in low-value bandwidth customers and voice RGU losses
- Solutions & connectivity continued its growth momentum from previous quarters

Financial performance

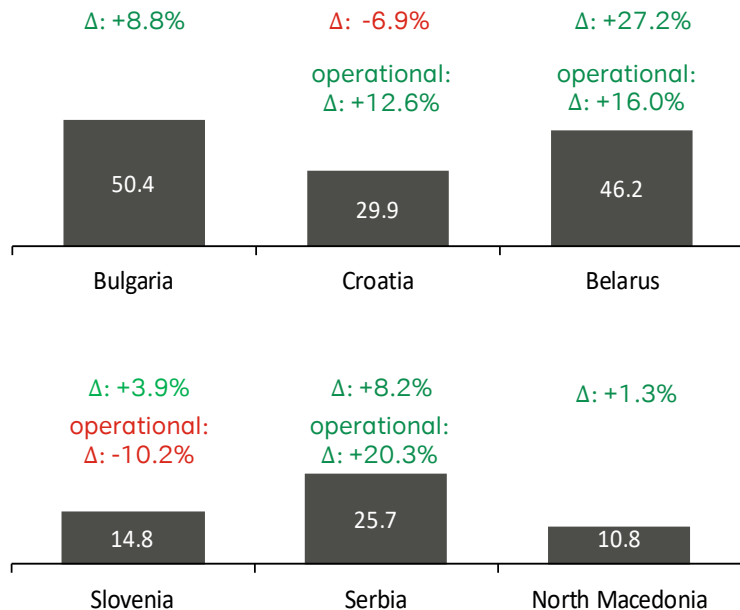
- Increase in service revenues:
 - Mobile service revenues increased: continued strong demand for high and low value tariffs and mobile WiFi routers as well as indexation from April 2021 and a partial recovery of roaming revenues
 - Retail-fixed line service revenues declined, also due to high comparable in voice last year
- Lower equipment revenues: lower quantities sold following low market dynamics and less subsidy provided
- EBITDA increase was driven by improved core OPEX and better equipment margin. Core OPEX declined mainly due to improved bad debt, lower network maintenance as well as lower corporate network costs



CEE: Service revenue and EBITDA growth of 10.4% and 8.8% respectively, operational growth in almost all markets

EBITDA

(in EUR mn; Q4 21%-change vs. PY)



Highlights CEE

Bulgaria:

- Strong service revenue increase of 13%; driven by both mobile and fixed-line
 - solid demand for high-value tariffs
 - strong solutions & connectivity business and successful upselling
- Premium for recently introduced 5G tariffs portfolio still in place
- OPEX increased driven by elevated electricity costs and product-related costs

Croatia:

- Operationally, solid service revenue growth due to mobile core & mobile WiFi routers; broadband RGU base stabilized due to growth in high-bandwidth RGUs
- Positive one-off effects last year (EUR 4.2 mn in revenue, EUR 5.8 mn in EBITDA) impact reported results

Belarus:

- Service revenues increased on the back of strong performance of mobile high-value tariffs, upselling and higher broadband and solution and connectivity business
- Results supported by positive FX developments, total revenue growth in LCY (+19.4%) / in EUR (+28.2%) terms

Other segments:

- Slovenia: competition remains intense, revenues slightly up while service revenues declined
- Serbia: strong EBITDA growth due to high service revenue growth
- North Macedonia: moderate EBITDA growth on the back of higher service revenues



FY 2021: Strong operational performance translated into stable free cash flow despite higher CAPEX after COVID-related cut in 2020

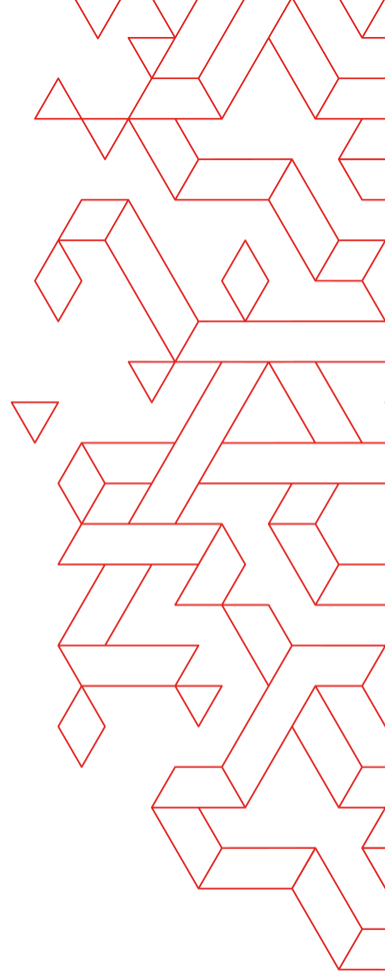
<i>(in EUR million)</i>	Q4 2021	Q4 2020	% change	1-12 M 2021	FY 2020	% change
EBITDA	399.9	364.5	9.7%	1,706.1	1,576.8	8.2%
Restructuring charges and cost of labor obligations	24.0	24.1	-0.3%	91.5	92.4	-0.9%
Lease paid (principal, interest and prepayments)	-37.8	-41.4	8.8%	-171.5	-177.7	3.5%
Income taxes paid	-38.7	-19.3	-100.9%	-106.5	-65.2	-63.3%
Net interest paid	-36.0	-35.7	-0.9%	-77.8	-81.6	4.6%
Change working capital and other changes	-1.4	4.6	n.m.	31.3	-92.9	n.m.
Capital expenditures	-258.8	-202.9	-27.5%	-891.5	-651.4	-36.8%
Free Cash Flow (FCF) before social plans	51.1	93.8	-45.5%	581.7	600.4	-3.1%
Social plans new funded*	-29.3	-19.3	-51.6%	-94.4	-96.7	2.4%
Free Cash Flow	21.9	74.5	-70.6%	487.3	503.7	-3.3%

- Free cash flow remained almost stable at EUR 487.3 (-3.3% yoy) in 2021, as:
 - positive operational performance and favorable working capital development more than outweighed
 - higher capital expenditures as a consequence of low 2020 comparable after the heavy COVID-related CAPEX cut
 - higher income taxes paid due to better result, higher tax in Belarus, Serbia and prepayment in Austria
- Change in working capital and other changes mainly driven by:
 - increase in accounts payable as investments returned back to normal levels

* reconciliation of free cash flow to previous view is provided on the slide 34.

Focus Points

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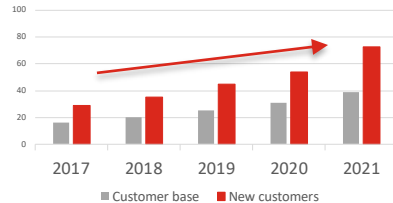
Accelerated smart fibre roll-out in Austria: Leveraging the changing market and regulatory environment, ramping up CAPEX in 2022

Boost position as the preferred enabler of digitalization & satisfy customer demand:

Customers increasingly demand higher bandwidth

- Reliable and strong connectivity has become a must-have
- Uplink provided by fibre has gained more importance
- Targeting decreasing churn and increase in NPS

Average fixed product speed constantly increasing



More investment friendly regulation

- Market analysis procedure still ongoing (results expected in the course of 2022)
- First signs of deregulation steps in favor of broadband roll-out

Preserving position as a leader in terms of high-speed products:

- Increasing number of fixed broadband players
- High demand for mobile WiFi routers as competition for fixed

Doubling the roll-out speed

Increasing CAPEX from ~EUR 500 mn to ~ EUR 600 mn in Austria

- Fibre CAPEX increase committed for 2022

beyond 2022

- Evaluating further CAPEX spend on changes in regulatory environment and market development

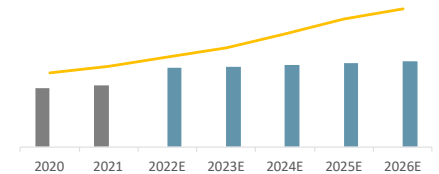
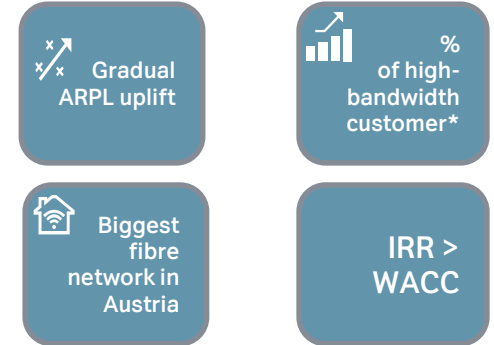
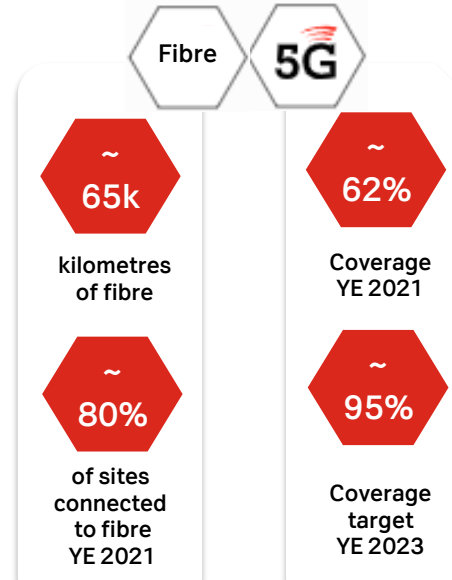
Accelerated smart fibre roll-out in Austria: Creating long-term value for shareholders with future-proof products

ROLL-OUT

- Fibre roll-out so far focused on FTTC subsidized + FTTB city push as well as FTTH in new buildings
- Now accelerating FTTH/FTTB roll-out in multiple brownfield regions

LEVERAGE TECHNOLOGY MIX

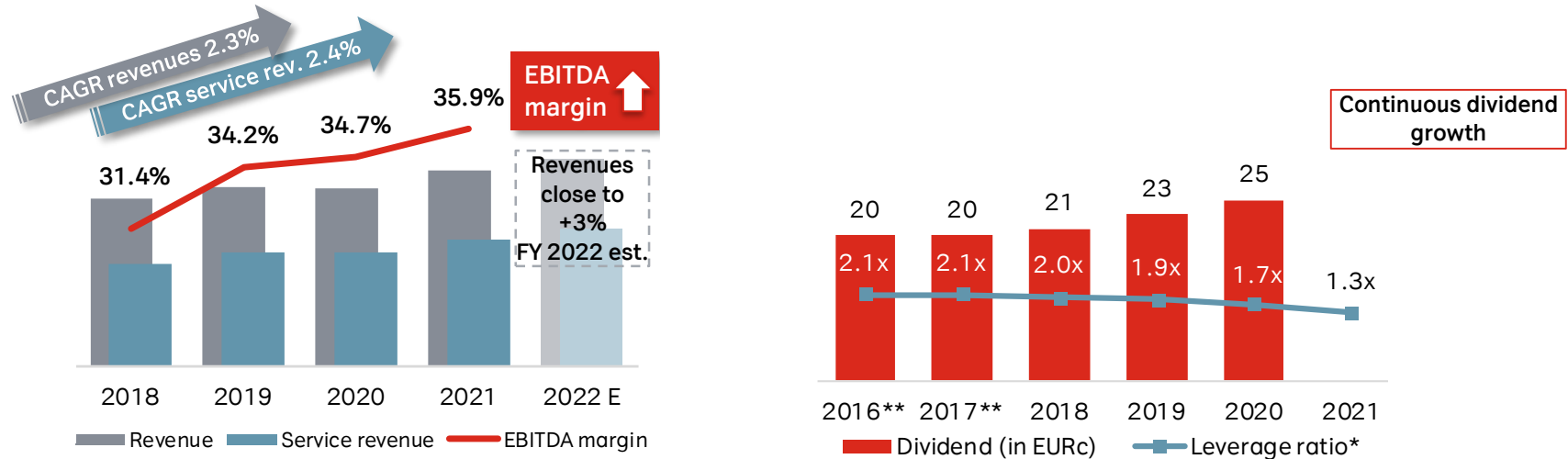
- Long-term approach and goals stay intact:
 - **Leveraging best technology mix:** Smart combination of fixed and mobile network
 - **Pushing 5G + fibre** based technology + upgraded copper network
 - Strong mobile high-speed coverage allows for fast reaction on market
- ESG proof technology: Fibre network increases energy efficiency together with copper phase-out



■ ARPL ■ ARPL on top case — % share of advanced bb of total bb

*high bandwidth: > 75 mbps

Keeping the growth momentum and leverage opportunities: Sustainable dividend policy and leverage ratio ensured



Sustainable FCF generation:
EBITDA growth will support mitigation of higher CAPEX;
lower interest paid should balance expected higher income taxes paid

*Net debt excl. leases / EBITDA after leases

** Incl. hybrid bond

Empowering a Sustainable Future: **Highlights in 2021 and focus areas going forward**

Highlights 2021
Next steps

Climate & Environment

Climate neutrality

- CO₂ emissions reduced by 20%
- „Green Electricity Policy“ established
- TCFD completed for all markets: marginal impact confirmed
- 2021: circularity >500k devices recycled & refurbished

Supply chain

- Scope 3: SBTi target implementation in progress
- Circularity will be extended in a comprehensive way

- Scope 4: Customer enablement factor as a market proposition

People, Society & Corporate Governance

Digital Education

- A¹ digital.campus launched with a focus on digital education for young people

Diversity

- DEI policy published in 2021
- „Top employers award“ won in Austria
- 120,400 classes in „eCampus“ completed

Closing the digital gap in a safely manner

- Expansion of blueprint project “A¹ digital.campus” to all OpCo’s
- Data privacy and security governance

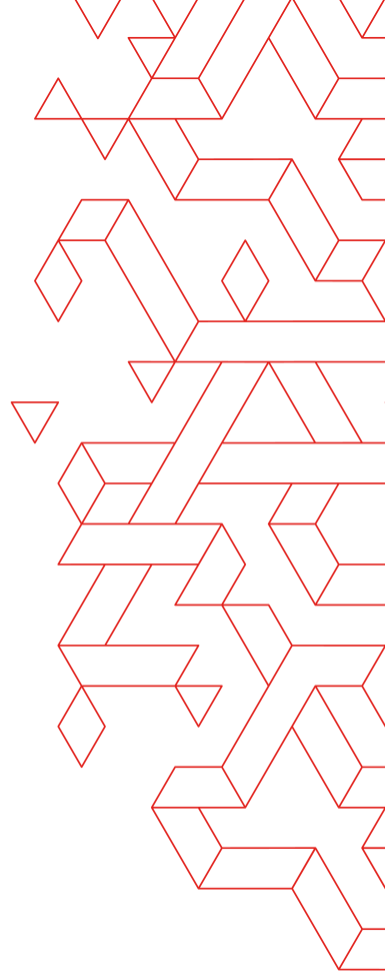
Expanded scope from diversity to People-sustainability across 5 dimensions

Value to Society

 Smart Cities and Buildings Up to 30% emission savings	 Transportation Up to 30% emission reduction	 Industry IoT and Blockchain Up to 11% emission avoidance	 Energy (e.g. smart grids) Up to 7% avoided emissions
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Outlook for the full year 2022

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Outlook for the full year 2022

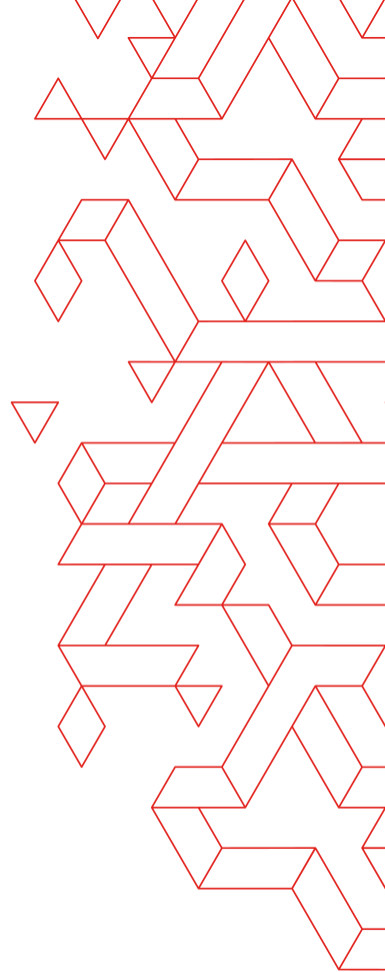
	February 8, 2022	Consensus 2022
Total revenues	Close to 3%	EUR 4,815 mn
CAPEX	Approx. 15% y-o-y	EUR 825 mn*

*CAPEX consensus excl. spectrum

- Total revenue growth expected to be driven by ongoing solid service revenue trends in basically all markets on the back of strong performance in the mobile as well as solutions & connectivity business
- Assumed depreciation of 5- 10% avg. BYN vs. EUR FX rate
- CAPEX does not include investments in spectrum or acquisitions

Appendix 1

ESG



One.Strategy

“Environmental, Social & Corporate Governance (ESG)” was introduced as **Strategy Enabler**

The A1 Telekom Austria Group aims to foster more efficient, resource-preserving and thus more sustainable ways of working and living.



ESG Strategy – Enabling the potential of digitalization for climate, people and society

Targets – our ambition



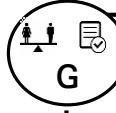
Climate & Environment - Ambition 2030

- Reach net carbon neutrality by decreasing the own carbon footprint & switching to energy from renewables¹
- Increase energy efficiency by 80%²
- Recycling around 50,000 old devices a year



People & Society - Ambition 2023

- Address 100,000 people – especially children and young people – as part of the focus on digital education. To give people the confidence and skills to actively shape digital worlds



Corporate Governance – Ambition 2023

- Increase the proportion of women in management to 40% and raise and maintain the proportion of women at the company at 40%
- Maintain a best-practice and (externally) certified compliance management system³ to ensure an integer and trustworthy A1 Group

A1

Results for the full year and fourth quarter 2021

¹ Scope 1 and Scope 2

² Improvement 2030 vs. 2019 (base year), where „energy efficiency“ is defined as electricity consumed/transported data volumes fixed and mobile (data carried).

³ Certifications will be done every three to five years

The ,E' of ESG



CO₂-emission 2030

Reach net carbon neutrality from own operations by

- decreasing the own carbon footprint and
- gradually switching to energy from renewable sources



Energy efficiency 2030

The long-term aim is to increase energy efficiency by 80 % compared with 2019 (MWh/Terabyte).



Circular economy 2030

To promote the circular economy at the company: recycling around 50,000 old devices a year.

- More than **100 mobile base stations powered by self-generated electricity** from wind or solar power
- **Phase-out** of diesel generators
- Increase in **group-wide** share of renewables in electricity to **57%** (2020: 44%)
- Procurement of nearly **100% of renewables in electricity** in AUT
- Operating **100% CO₂ neutral network** in Austria since 2014
- Evolution towards **more efficient technologies in network** (4G/5G)
- **Efficient cooling** on RAN-sites and in Data Centers (e. g. free cooling) as well as raised temperature tolerance towards 30°C
- More **efficient power supply equipment** to 96%, reducing internal losses
- Increase of cell sleep and cell shutoff in low traffic situations (night/weekend)
- IT virtualization with increased utilization of compute and storage
- **Mobile phone recycling initiatives** in almost every country
 - Recovery of precious materials: palladium, gold, silver and copper
- Approx. **166,000 collected old devices in 2021**
- **Other reuse and refurbish initiatives** in practically all operative companies

The 'S' of ESG



Digital Education 2023

To address 100,000 people – especially children and young people – as part of the focus on digital education.



- Since 2011 over **261,000 participants** within **15,000 workshops** (group-wide)
- “A1 Internet for All” became the new “A1 **digital.campus**” in 2021, with a focus on robotics, coding and design and media labs for school classes
- **Focus on Digital Creation:** from developing digital skills and the safe usage of digital media to gaining coding & programming skills
- **Reaching all target groups:** kids, teens, educators, teachers, parents and seniors
- **Providing playful introduction into coding for children and young people** by navigating the initial coding experiences in a prominent way and offering programming in coding-labs or robotic-labs (workshops with learning robots)
- **Bridging technology gap for the Generation 60+** through providing free courses, trainings and videos on navigating digital world within A1 **Seniorenakademie**
- Over **30 online and live workshops**
- **Roll-out of similar projects and activities in other operating countries**

The 'G' of ESG



Maintain a best-practice and externally certified compliance management system to safeguard the A1 Telekom Austria Group's integrity and trustworthiness.






Foster diversity, equity, inclusion (DEI)

Increase the proportion of women in management positions to 40 %

Raise and maintain the proportion of women at the company at 40 %

- Strong tone-from-the-top
- The group-wide conducted integrity survey shows a strong compliance and integrity culture
- 97% of all A1 Group employees completed the group-wide A1 Compliance e-learning
- 6,500 employees and managers (2020: 2,850) participated in trainer-based (digital) training sessions in 2021
- In addition, managers and staff completed over 26,400 compliance e-learning courses in 2021 - about 2,200 more than in 2020
- During the yearly Compliance Risk Assessment 200 measures for the mitigation of compliance risks were identified
- **Diversity, Equity & Inclusion:**
 - Push gender diversity while broadening perspective across DEI
 - Digital diversity training: '**Unconscious Bias initiative**' started in 2020, continuing in 2021
- **Measure progress:**
 - Group Diversity Dashboard implemented
- **Advance female talent:** Female Empowerment Program and Female Leaders Circle in Austria

ESG KPIs

	2020	2021	Change
Environment*			
 E			
CO ₂ -emissions (in t)**	246,990	197,656	-20%
Energy efficiency (in Mwh/Terabyte)	0.14	0.11	-18%
Old devices collected (No.)	84,880 (only mobile)	166,038	n.a.
Digital Education***			
 S			
Participations in media literacy trainings (no.)	9,239	33,190	+259%
Number of Workshops	520	760	+46%
Diversity			
 G			
Share of female employees (%)	40	39	-1
Share of female managers (%)	36	36	n.a.
Share of female representative in Supervisory Board (%)	30	30	n.a.

* 2020 values are restated to include German and Swiss part of the A1 Digital operations in reporting inventory and minor changes in segment Belarus (removal of infrastructure rentals to third party)

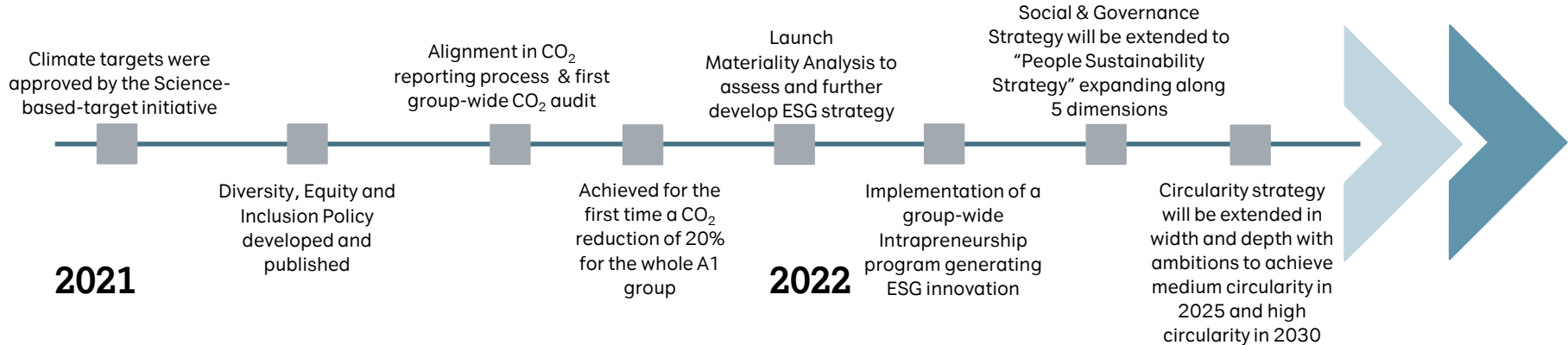
** Scope 1 und Scope 2 market based CO₂-emissions, in CO₂e, incl. biogenic emissions

*** Due to COVID-19, not all workshops took place to the planned extent

ESG Milestones & Goals

Relevant milestones reached ...

... and ambitious goals to achieve



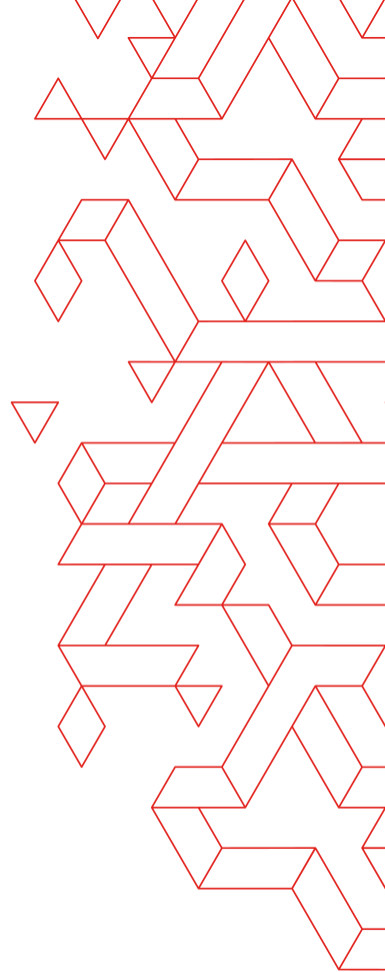
Ratings and indices in 2021



Results for the full year and fourth quarter 2021

Appendix 2

**Additional information on KPIs
and financials**



A1 Telekom Austria Group: The leading regional communications player providing convergent telecommunication services

as of December 31, 2021 (in '000)



Austria

Mobile market position #1

Mobile subscribers:

- 5,073 (Q4 2020: 5,061)

RGUs:

- 3,039 (Q4 2020: 3,117)

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Bulgaria

Mobile market position: #1

Mobile subscribers:

- 3,745 (Q4 2020: 3,753)

RGUs:

- 1,121 (Q4 2020: 1,081)

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Croatia

Mobile market position #2

Mobile subscribers:

- 1,990 (Q4 2020: 1,936)

RGUs:

- 682 (Q4 2020: 672)

A1

Belarus

Mobile market position #2

Mobile subscribers:

- 4,938 (Q4 2020: 4,916)

RGUs:

- 669 (Q4 2020: 627)

A1

Slovenia

Mobile market position #2

Mobile subscribers:

- 712 (Q4 2020: 707)

RGUs:

- 220 (Q4 2020: 215)

A1

Serbia

Mobile market position #3

Mobile subscribers:

- 2,441 (Q4 2020: 2,350)

A1

North Macedonia

Mobile market position #1

Mobile subscribers:

- 1,095 (Q4 2020: 1,074)

RGUs:

- 351 (Q4 2020: 338)

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A1 Telekom Austria Group: Profit and Loss

<u>(in EUR million)</u>	Q4 2021	Q4 2020	% change
Service Revenues	1,011.5	961.4	5.2%
Equipment Revenues	207.7	195.7	6.1%
Other operating income	22.7	28.5	-20.4%
Total Revenues	1,241.8	1,185.6	4.7%
Cost of Service	-355.2	-346.5	-2.5%
Cost of Equipment	-203.3	-198.0	-2.7%
Selling, General & Administrative Expenses	-277.6	-272.7	-1.8%
Others	-5.9	-4.0	-48.2%
Total Costs and Expenses	-842.0	-821.1	-2.5%
EBITDA	399.9	364.5	9.7%
<i>% of Total Revenues</i>	<i>32.2%</i>	<i>30.7%</i>	
Depreciation and Amortisation	-199.6	-194.1	-2.9%
Depreciation RoU assets	-41.4	-41.1	-0.7%
EBIT	158.9	129.3	22.9%
<i>% of Total Revenues</i>	<i>12.8%</i>	<i>10.9%</i>	
EBT (Earnings Before Income Taxes)	128.6	103.0	24.9%
Net Result	40.2	43.2	-6.8%

A1 Telekom Austria Group: Total revenues & costs and expenses per segment

Total Revenues (in EUR million)	Q4 2021	Q4 2020	% change
Austria	681.5	681.6	0.0%
Bulgaria	151.9	136.9	11.0%
Croatia	115.8	115.8	0.0%
Belarus	122.7	95.7	28.2%
Slovenia	53.3	52.9	0.7%
Serbia	86.7	75.7	14.4%
North Macedonia	36.0	33.0	9.2%
Corporate & other, eliminations	-6.2	-6.1	-1.3%
Total Revenues	1,241.8	1,185.6	4.7%

Costs and Expenses (in EUR million)	Q4 2021	Q4 2020	% change
Austria	447.7	466.5	-4.0%
Bulgaria	101.6	90.6	12.1%
Croatia	85.9	83.7	2.6%
Belarus	76.5	59.4	28.8%
Slovenia	38.5	38.6	-0.5%
Serbia	61.0	52.0	17.3%
North Macedonia	25.2	22.3	13.0%
Corporate & other, eliminations	5.7	8.0	-28.6%
Total Operating Expenses	842.0	821.1	2.5%

A1 Telekom Austria Group: Workforce development

FTE (Average Period)	Q4 2021	Q4 2020	% change
Austria	7,223	7,319	-1.3%
International	10,266	10,261	0.1%
Corporate	389	371	4.9%
A1 Telekom Austria Group	17,878	17,951	-0.4%

FTE (End of Period)	Q4 2021	Q4 2020	% change
Austria	7,180	7,320	-1.9%
International	10,290	10,263	0.3%
Corporate	385	366	5.3%
A1 Telekom Austria Group	17,856	17,949	-0.5%

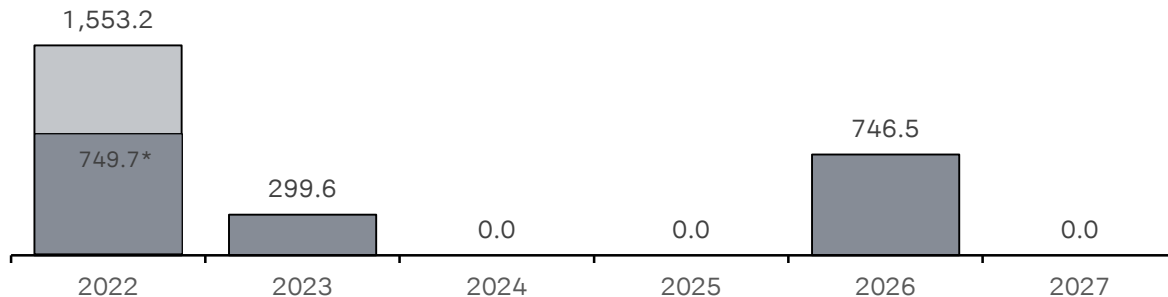
A1 Telekom Austria Group: Net debt

as of December 31, 2021

Net Debt (excl. Leases) (in EUR million)	31 December 2021	31 December 2020	% change
Long-term Debt	1,046.1	1,793.7	-41.7%
Short-term Borrowings	1,553.2	749.1	107.4%
Cash and Cash Equivalents	-534.4	-210.9	-153.4%
Net Debt (excl. Leases) of A1 Telekom Austria Group	2,064.9	2,331.9	-11.4%
Leverage Ratio	1.3	1.7	

Net Debt incl. Leases (in EUR million)	31 December 2021	31 December 2020	% change
Long-term Debt incl. Leases	1,652.2	2,494.3	-33.8%
Short-term Borrowings incl. Leases	1,714.2	903.4	89.7%
Cash and Cash Equivalents	-534.4	-210.9	-153.4%
Net Debt incl. Leases of A1 Telekom Austria Group	2,832.0	3,186.8	-11.1%
Leverage Ratio	1.7	2.0	

A1 Telekom Austria Group: Financial debt maturity profile as of December 31, 2021 (in EUR mn)



- EUR 2,599 mn short- and long-term debt as of December 31, 2021
- EUR 800 mn short-term financing partly used for redemption of EUR 750 bond in December '21 and will be partly used for redemption of April '22 bond
- Cash and cash equivalents of EUR 534.4 mn
- Average cost of debt of 1.86%
- Average term to maturity of 1.9 years

* EUR 750 mn bond due in April 2022

Lines of credit

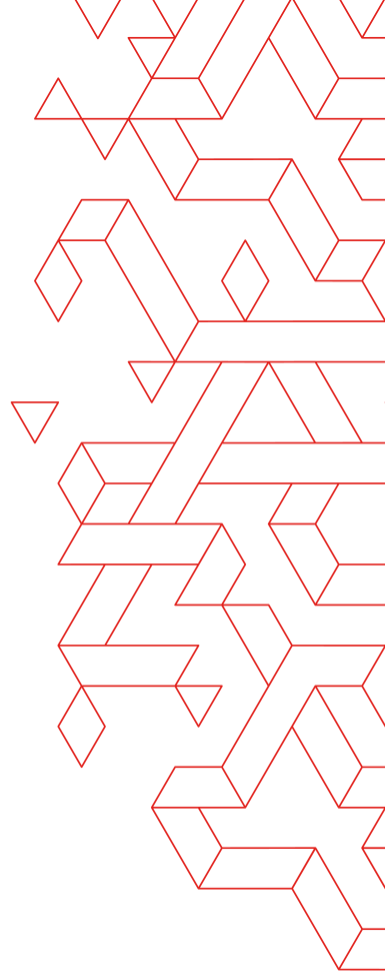
- Undrawn committed credit lines amounting to EUR 1,015 mn
- Average term to maturity of 4.7 years

Ratings

- S&P: BBB+ (stable outlook)
- Moody's: Baa1 (stable outlook)

Appendix 3

Reconciliation of Free Cash Flow



FY 2021: Reconciliation free cash flow

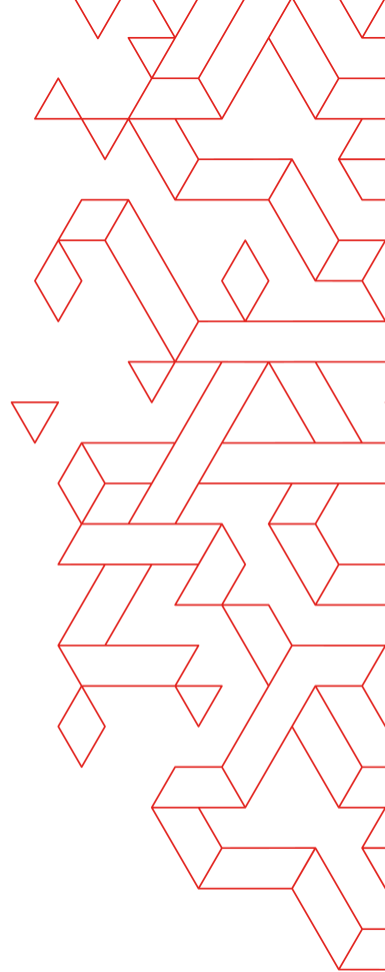
	1-12 M 2021	FY 2020	% change
FCF after social plans new	487.3	503.7	-3.3%
Social plans new funded	94.4	96.7	-2.4%
Total social plans paid*	-96.8	-98.5	-1.7%
FCF - previously reported	484.9	501.9	-3.4%

*In the previous view all payments for all social plans (old = granted before 1.1.2019 + new = granted after 1.1.2019) have been deducted in the calculation of free cash flow.

	FCF - previous view	FCF after social plans new
All payments for social plans	Deducted	Not deducted
Funding of new social plans	Not included	Included

Appendix 4

Regulatory Topics



Mobile Termination Rates

	Jan 2016	Jul 2016	Jan 2017	Jul 2017	Jan 2018	Mar 2019	Jan 2020	April 2020	Aug 2020	Jul 2021****	Jan 2022
Austria (EUR)	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.008049	0.007	0.0055
Bulgaria (BGN)	0.019	0.019	0.014	0.014	0.014	0.014	0.014	0.014	0.014	0.007	0.0055
Croatia (HRK)*	0.063	0.063	0.063	0.047	0.047	0.047	0.045	0.045	0.045	0.006 EUR	0.0055
Belarus (BYN)**	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125	MTS 0.025/0.0 125
	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09	BeST 0.018/0.0 09
Slovenia (EUR)	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.0114	0.00882	0.007	0.0055
Serbia (RSD)	3.43	2.75	2.07	2.07	1.43	1.43	1.43	1.43	1.43	1.43	1.43
North Macedonia (MKD)***	0.90	0.90	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63	0.63

* National and International EU/EEA MTRs stated as regulated. International MTRs differ between EU/EEA and non-EU/EEA originating country. Non-EU/EEA MTR for Croatia: HRK 1.73/min -> HRK 2.00/min in Apr 2016; EU glide-path applies as of Jul 21, thus EUR used as currency

** Belarus values: prime time/downtime. MTS: Mobile TeleSystems; BeST: Belarus Telecommunications Network

*** NRA Regulated symmetric MTR for FULL MVNO (Lycamobile) from 01.07.2020 and asymmetric MTR for new MVNO entrant (Telekabel) from 01.04.2020 on level of 1.5 MKD

****EC introduced a three- year glide path for the transition to single maximum EU wide MTR which will apply as of Jan 24

Upcoming spectrum tenders/prolongations/assignments*

	Expected	Comments
Austria	2023 (26 GHz)	NRA recently confirmed that no spectrum allocation procedure will take place in 2022. AUT currently prepares a new "Spectrum Release Plan for Austria"; Preparations for the allocation of 26 GHz will kick off in 2022.
Bulgaria	2022/2023 (700, 800, 1800 MHz)	Exact dates tbd.
Croatia	2022/2023 (800, 900, 1800, 2100, 2600, 3600 MHz and 26 GHz)	Auction expected in Q4 22/Q1 23
Belarus		No announcements for the time being.
Serbia	2022 (3600 MHz/700MHz)	Due to the COVID-19 crisis and to the upcoming general elections, auction is postponed to 2022. Exact date tbd.
Slovenia	2022 (20 MHz in 3500 MHz and 30 MHz in 2300 MHz band for local coverage, +28 GHz band + 3800-4200 MHz)	20 MHz / 30 MHz for local usage is a left-over from the multiband auction. The NRA is currently preparing a tender procedure.
North Macedonia	2022 (700 MHz, 3500 MHz)	The tender for 700 MHz and 3500 MHz was published in Q4/21 but then canceled by NRA/government. A new procedure will start in Q1/22.



* Please note that this is a list of expected spectrum awards procedures. Whether A1 Telekom Austria Group is planning and sees a need to participate and acquire spectrum in the above-mentioned procedures the Group is not permitted to comment on.

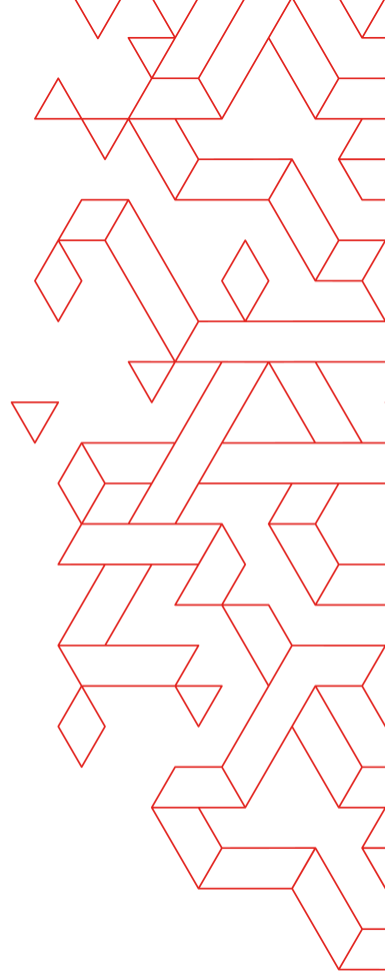
EU roaming price regulation

RETAIL (in EURc)	July 2014	April 30, 2016	June 15, 2017					
Data (per MB)	20	domestic tariff + 5*	domestic tariff					
Voice-calls made (per minute)	19	domestic tariff + 5*	domestic tariff					
Voice-calls received (per minute)	5	weighted average MTR	0					
SMS (per SMS)	6	domestic tariff + 2*	domestic tariff					
WHOLESALE (in EURc)	July 2014	April 30, 2016	June 15, 2017	Jan 1, 2018	Jan 1, 2019	Jan 1, 2020	Jan 1, 2021	Jan 1, 2022
Data (per MB)	5	5	0.77	0.6	0.45	0.35	0.30	0.25
Voice (per minute)	5	5	3.2	3.2	3.2	3.2	3.2	3.2
SMS (per SMS)	2	2	1	1	1	1	1	1

* Sum of the domestic retail price and any surcharge applied for regulated roaming calls made, regulated roaming SMS messages sent or regulated data roaming services shall not exceed EUR 0.19 per minute, EUR 0.06 per SMS message and EUR 0.20 per megabyte used. Any surcharge applied for calls received shall not exceed the weighted average of maximum mobile termination rates across the Union.

Appendix 5

Personnel restructuring in Austria



Quarterly Overview: Restructuring charges and provision vs. FTE

Overview restructuring charges

(in EUR million)

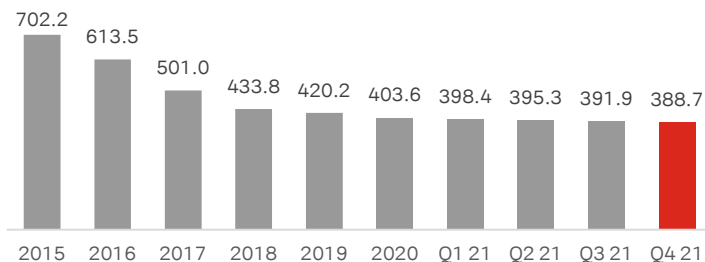
	2015	2016	2017	2018	2019	2020	Q1 21	Q2 21	Q3 21	Q4 21
FTE reduction	69,5	95,0	9,1	70,1	100,2	91,3	24,3	23,5	22	24,8
Servicekom contribution	-72,0	-96,9	-27,3	-47,1	-19,4	-9,8	-2,9	-2,5	-2	-4
Interest rate adjustments	2,9	9,2	0,0	-0,9	3,2	3,1	-0,3	0,0	0	0
Total	0,4	7,2	-18,2	22,1	84,1	84,5	21,0	20,9	21,1	21,2

FTEs addressed

	2015	2016	2017	2018	2019	2020	Q1 21	Q2 21	Q3 21	Q4 21
Transfer to government	49	6	3	0	0	0	0	0	0	0
Social plans	270	269	31	241	387	375	79	80	77	118
Staff released from work	0	0	0	0	0	0	0	0	0	0
Total	319	275	34	241	387	375	79	80	77	105

Overview restructuring provision*

(in EUR million)



Provisioned FTEs

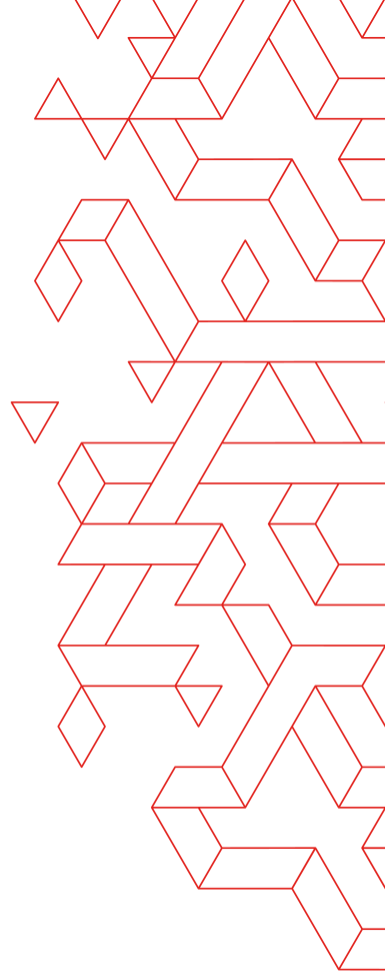
	2015	2016	2017	2018	2019	2020	Q1 21	Q2 21	Q3 21	Q4 21
Transfer to government	205	193	176	159	128	113	112	110	108	107
Social plans	1.661	1.821	1.707	1.748	1.805	1.827	1.827	1.828	1.811	1.812
Staff released from work	253	200	172	116	81	62	60	57	57	44
Total	2.119	2.214	2.055	2.023	2.014	2.002	1.999	1.995	1.976	1.963

* Including liabilities for transfer of civil servants to government bodies since 2010. For further details please refer to note (23) of the consolidated financial statements.

Appendix 6

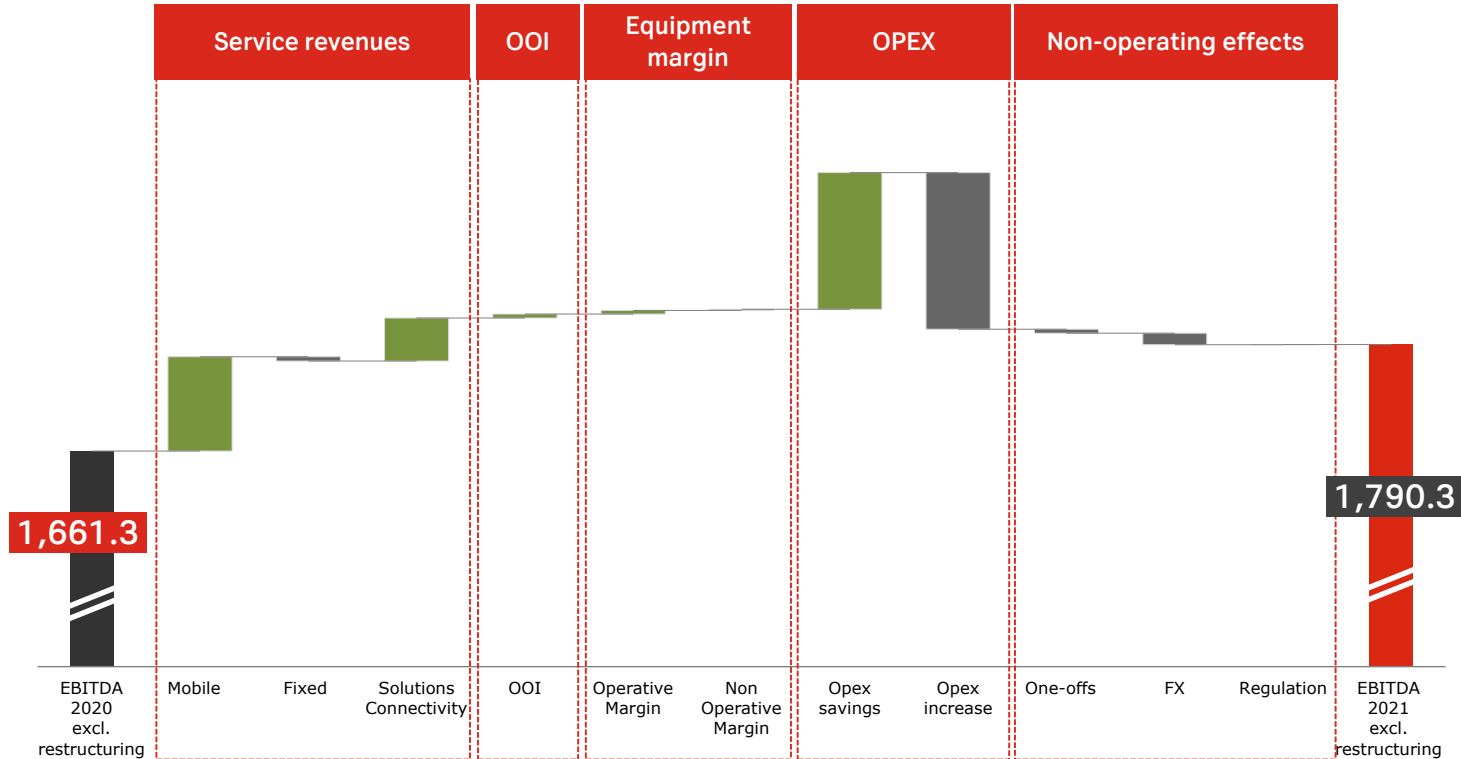
Further financial information

A1



FY 2021: EBITDA benefits from strong service revenue growth and well-managed costs

EUR mn

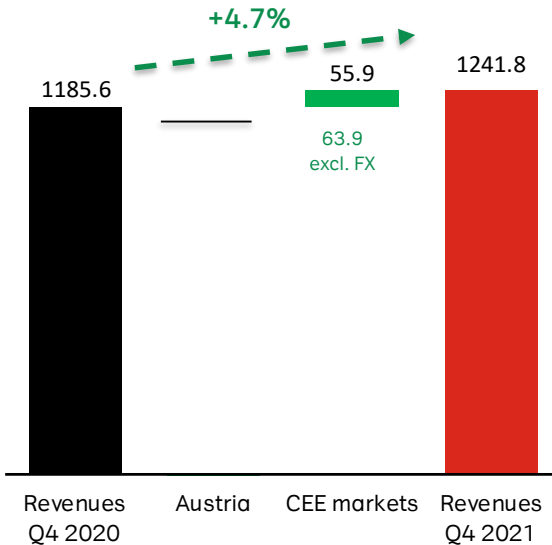


Results for the full year and fourth quarter 2021

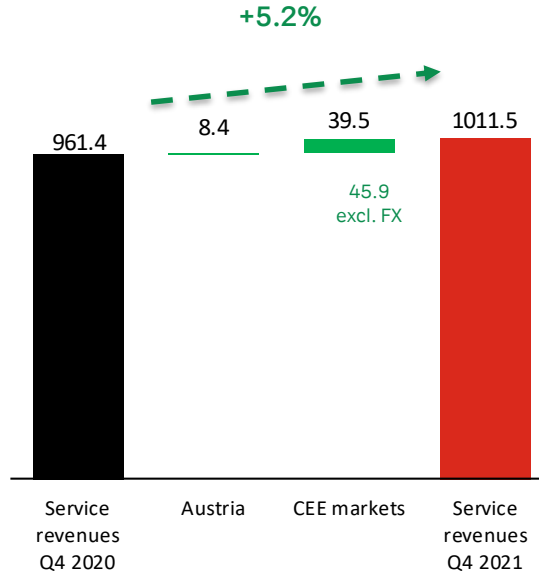
Restructuring charges: negative EUR 84.2 mn in FY 2021 versus 84.5 mn in FY 2020

Austria and CEE markets in Q4 2021

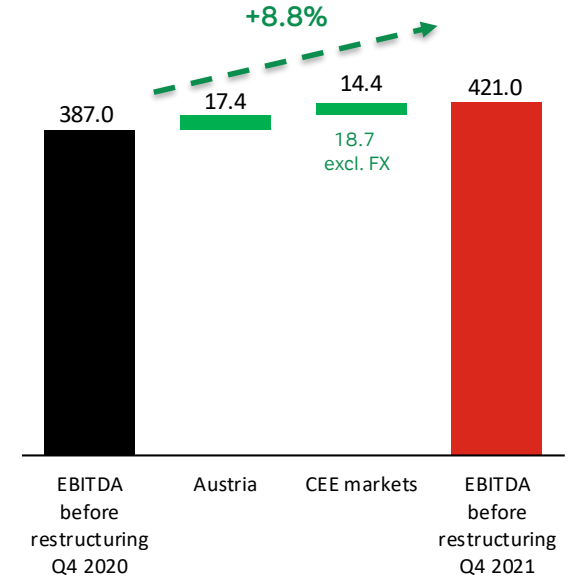
Total revenues (in EUR mn)



Service revenues (in EUR mn)



EBITDA before restructuring (in EUR mn)



Deviation between A1 Group and the sum of Austria and CEE markets due to Corporate & Eliminations.

Restructuring charges: EUR 21.2 mn (Q4 2020: EUR 22.6 mn)
Negative FX effects of EUR 8 mn in total revenues; EUR 6.4 mn in service revenues ; EUR 4.3 in EBITDA



End of Presentation

A1

